



SACHI A. HAMAI
Interim Chief Executive Officer

County of Los Angeles
CHIEF EXECUTIVE OFFICE

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"To Enrich Lives Through Effective And Caring Service"

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September 15, 2015


The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

26 of September 15, 2015


PATRICK O'GARA
ACTING EXECUTIVE OFFICER

**APPROVAL OF BOARD POLICY
LOS ANGELES COUNTY MINIMUM WAGE FOR COUNTY EMPLOYEES
(ALL DISTRICTS - 3 VOTES)**

SUBJECT

This is a recommendation to approve a new Board of Supervisors Policy to establish a minimum wage policy for employees of Los Angeles County.

IT IS RECOMMENDED THAT THE BOARD:

Approve the attached Board of Supervisors Policy which provides for implementation of the minimum wage for employees of Los Angeles County.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

On July 21, 2015, the Board approved a minimum wage which is applicable to employees of all agencies, nonprofits, and businesses in the unincorporated areas of Los Angeles County. The Board further ordered that a minimum wage shall be implemented for employees of Los Angeles County beginning on July 1, 2016, with scheduled increases until the minimum wage reaches \$15.00 per hour on July 1, 2020.

The Policy accomplishes the following:

- Provides the schedule for incremental minimum wage increases for County employees.

- Instructs the Chief Executive Office to implement the wage increases on the stated effective dates, and permits concurrent pay adjustments to directly aligned classifications in order to maintain appropriate pay differentials.
- States that County employees receiving minimum wage increases or related concurrent pay adjustments shall remain eligible for subsequent approved general salary movements.
- Excludes employees of the Los Angeles County Retirement Association and positions without compensation or paid in accordance with special provisions from the Policy.

Implementation of Strategic Plan Goals

The County Strategic Plan Goal of Community Support and Responsiveness (Goal 2) directs that we enrich the lives of Los Angeles County residents by providing enhanced services, and by effectively planning and responding to economic, social, and environmental challenges. The Board's adoption of the Policy is consistent with this goal.

FISCAL IMPACT/FINANCING

The Policy will result in incremental increases to Salary & Employee Benefits (S&EB) due to the minimum wage increases and adjustments to related classifications. Estimated annual costs through July 2020 are shown in Attachment A.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The Policy was developed as a result of the July 21, 2015 Board Order. Approval of the Policy is contingent upon final Board approval of an ordinance amending employee compensation.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

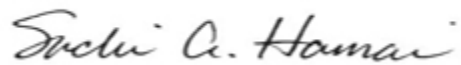
There is no impact on current services or projects.

The Honorable Board of Supervisors

9/15/2015

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Respectfully submitted,

A handwritten signature in cursive script that reads "Sachi A. Hamai".

SACHI A. HAMAI

Interim Chief Executive Officer

SAH:JJ:MTK

NV:PB:mst

Enclosures

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Human Resources

ESTIMATED S&EB – COUNTY EMPLOYEE MINIMUM WAGE

Effective Date	Minimum Wage	GROSS		NCC	
		Incremental Cost	Cumulative Cost	Incremental Cost	Cumulative Cost
7/1/2016	\$10.50	\$676,295	\$676,295	\$289,251	\$289,251
7/1/2017	\$12.00	\$2.8 million	\$3.4 million	\$1.2 million	\$1.5 million
7/1/2018	\$13.25	\$5.4 million	\$8.9 million	\$2.3 million	\$3.8 million
7/1/2019	\$14.25	\$7.2 million	\$16.1 million	\$3.1 million	\$6.9 million
7/1/2020	\$15.00	\$6.1 million	\$22.2 million	\$2.6 million	\$9.5 million



Los Angeles County
BOARD OF SUPERVISORS POLICY MANUAL

Policy #:	Title:	Effective Date:
0.000	Los Angeles County Minimum Wage for County Employees	00/00/00

PURPOSE

Establishes a County minimum wage policy for employees of the County of Los Angeles.

REFERENCE

July 21, 2015, Agenda Item S-1

POLICY

Contingent upon final Board approval of an ordinance amending employee compensation, and subject to any other enforceable collective bargaining agreements, it is the policy of the County of Los Angeles that all County employees shall be paid no less than the following hourly rates or the equivalent, for classifications not paid on an hourly basis pursuant to County Code Section 6.24.020, effective on the dates indicated:

- July 1, 2016 \$10.50
- July 1, 2017 \$12.00
- July 1, 2018 \$13.25
- July 1, 2019 \$14.25
- July 1, 2020 \$15.00

The Chief Executive Office (CEO) shall thereafter periodically review the Los Angeles County Class and Salary listing in order to identify classifications that are paid a base salary below the applicable County minimum wage. The CEO shall determine whether adjustments should be made to the base salary of classifications so identified to provide a rate of pay equal to the County minimum wage. In addition, the CEO shall determine whether further concurrent minor adjustments to the base salaries of similarly paid, directly aligned classifications such as paired, lead, or supervisory titles are necessary to maintain historic or appropriate pay differentials.

Approved general salary movement(s) shall be received in addition to increases made to implement the County minimum wage or to adjust the pay of similarly paid, directly aligned classifications such as paired, lead, or supervisory titles. Such minimum wage or related increases shall not supersede receipt of a subsequent approved general salary movement. In the event that a general salary movement and the County minimum wage increase are effective on the same date, the general salary movement shall be applied prior to the minimum wage increase and related adjustments as described in Part II.

Title 6 of the Los Angeles County Code, and applicable Memoranda of Understanding (MOUs), provide for the compensation of persons employed by Los Angeles County. County Counsel and the Chief Executive Officer shall prepare the necessary amendments to Title 6 in order to implement and maintain this County minimum wage policy.

This policy shall not apply to positions listed in County Code Chapter 6.28.060 or to employees of the Los Angeles County Retirement Association (LACERA).

RESPONSIBLE DEPARTMENT

Chief Executive Office
County Counsel

DATE ISSUED/SUNSET DATE

Issue Date: September 8, 2015

Sunset Date: July 1, 2020